

**NINTH MEMORANDUM OF UNDERSTANDING**  
**to the**  
**AGREEMENT between DOUGLAS COUNTY and the**  
**DOUGLAS COUNTY EMPLOYEES' ASSOCIATION**

(July 1, 2012 – June 30, 2015)

This Ninth Memorandum of Understanding ("Ninth MOU") amends Articles 7 and 30 of the collective bargaining agreement ("CBA") entered between Douglas County (the "County") and the Douglas County Employees' Association (the "Association") regarding (1) the classification of employees and the associated salary range changes necessary to implement the Classification & Compensation Study provided by Pontifex Consulting Group LLC (the "Compensation Study"), (2) provide for the County to pay the employees' share of the 2.25% anticipated increase in each employee's contribution to the Public Employees' Retirement System of Nevada ("PERS") in lieu of an equivalent basic salary increase, and (3) to maintain the current contract while labor negotiations are conducted.

1. The parties agree to implement the Compensation Study with the indicated Pay Grade and Salary Ranges, attached hereto as Exhibit "1," effective July 1, 2015. The parties reserve the right to negotiate regarding the appropriate wages and benefits for employees represented by the Association during labor negotiations.

2. Effective July 1, 2015, the County agrees to pay the employees' share of the 2.25% anticipated increase in the required contribution to PERS in lieu of an equivalent basic salary increase.

3. Pursuant to Article 26, Section C, of the CBA, the parties agree to amend Article 30 of the CBA as follows:

The Parties agree that the current 2012-2015 Agreement will continue in effect until a successor agreement is reached, including the 1% salary increase that became effective the first full pay period in January 2015.

This Agreement shall remain in full force and effect during the negotiation. Unless otherwise noted herein, any changes caused by the approval of this Agreement shall be

EXHIBIT (for identification only)  
Filed Rem. H. Staff  
By CEP/MS  
Deputy

prospective and implemented as of the first day of the payroll period immediately succeeding July 01, 2012.

In recognition of the tentative agreement and recommendation of the above wages, hours and other terms and conditions of employment to their respective parties, the following have affixed their signature below. This Ninth MOU shall become effective July 1, 2015, after its approval by the parties.

**FOR DOUGLAS COUNTY**

\_\_\_\_\_  
Doug N. Johnson, Chairman  
Board of County Commissioners

Dated: \_\_\_\_\_

**FOR THE ASSOCIATION**

Shawnyne Garren  
Shawnyne Garren, President  
Douglas County Employees' Association

Dated: 6/17/15

ATTEST: \_\_\_\_\_  
Kathy Lewis, County Clerk

## RESOLUTION NUMBER 2015R-051

### Resolution Authorizing PERS Contribution Increase for Non-represented Employees

Whereas, the Douglas County Board of Commissioners (Board) recognizes that labor union negotiations with the Douglas County Employee's Association (DCEA) are currently being conducted; and

Whereas, the Board desires to maintain parity among non-represented employees and DCEA employees; and

Whereas, the Board desires to authorize the payment of the 2.25% Public Employees' Retirement System of Nevada (PERS) contribution rate increase effective July 1, 2015; and

Whereas, the County desires to provide a Cost of Living Adjustment to all impacted employees to offset the 1.125% increase in the employees' share of the PERS rate increase; and

Whereas, the towns of Gardnerville, Genoa, and Minden as well as Mosquito District employees are considered employees of Douglas County for purposes of PERS.

Now, therefore be it resolved, by the Douglas County Board of Commissioners, as follows:

#### SECTION 1. PERS CONTRIBUTION

The following will apply only to non-represented employees:

1. Historically, any PERS contribution rate increase has been shared equally between employees and Douglas County.
2. For FY 2015-16 only, Douglas County will pay the full cost of the 2.25% PERS increase through the grant of a Cost of Living Adjustment to employees equal to the 1.125% increase in the employees' share of the PERS increase so that an employee's pay will not be reduced to cover any portion of the PERS increase.

Adopted this 18th day of June, 2015, by the following vote:

Ayes: Commissioner \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

EXHIBIT (for identification only)

Item #8 Staff

Filed \_\_\_\_\_

By \_\_\_\_\_

Deputy

**Nays: Commissioner** \_\_\_\_\_

\_\_\_\_\_

**Absent: Commissioner** \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_  
**Doug N. Johnson, Chairman**  
**Douglas County Commissioners**

**Attest:**

\_\_\_\_\_  
**Kathy Lewis, Douglas County Clerk**